

The Official Newsletter of HR Tampa

The Art of HR-HR Tampa Expo 2012

October Sponsor



HR TAMPA will be hosting their annual Human Resources Expo on **November 7, 2012**. This year's theme, "The Art of HR," will make the event even more memorable for human resources professionals and small business owners.

This year's lineup of speakers and exhibitors includes some of the most sought-after in the human resources industry. All speakers have been accredited by The Human Resources Certification Institute (HRCI) and we are pleased to announce one International Credit and Strategic Credits for all remaining sessions.

Our opening Keynote speaker, Dan Satterthwaite, Head of Global Human Resources for DreamWorks Animations, will share his story on **Building a Culture of Creativity - The Story of DreamWorks Animation**.

Following right after Dan are 3 concurrent sessions featuring some of the brightest HR professionals in the industry. The full line-up can be viewed at www.hrtampa.org

Our Closing Keynote Speaker, Brian Blasko, is a highly motivated, nationally known speaker, trainer and author. Brian's programs inspire individual and organizational growth. Brian is a celebrated author and will present **Cruisin' Through Life At 35 MPH**.

Who: HR Tampa

What: The 2012 HR Tampa Expo "The Art of HR."

Open to HR Professionals, HR Students, Small Business Owners

When: November 7th, 2012, 7am – 5pm

Registration closing Friday, October 26th, and is capped at 300.

Where: A LA CARTE EVENT PAVILLION,
4050 Dana Shores, Tampa, FL 33634



AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

HR Tampa can now be found on Facebook
and LinkedIn. Just search for HR Tampa.
However, you must be a HR Tampa member to join.



SHRM Chapter #0074

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HR TAMPA EXPO 2012



**Wednesday
November 7, 2012
7:00am • 5:00pm**

**Register TODAY!
@ www.hrtampa.org**

6 Credits (International & Strategic)

A LA CARTE EVENT PAVILION • 4050 Dana Shores Drive, Tampa

• Premium Members all inclusive: no charge • Members & Affiliate Members: \$75 • Non-SHRM Members: \$99

OPENING SPEAKER

- Dan Satterthwaite, Head of Human Resources, DreamWorks,
"Building a Culture of Creativity, The Story of DreamWorks Animation"

MORNING & AFTERNOON SPEAKERS

- Marc Bainbridge, Principal, Mercer,
"Benefit Strategies in 2013 and Beyond"
- Carol McDaniel, Sr. V.P., Kinetix,
"It's not you. It's me. Really! – The Bootstrapper's
Guide to Employee Engagement."
- Grant Petersen, Attorney, Ogletree Deakins,
"Implementing Global Human Resources Policies"
- Eric Papp, President, Results-Based Seminars, LLC,
"Leadership by Choice – Increasing
Influence and Effectiveness through Self-Management"
- Josh Kurella, Account Executive, Bouchard Insurance,
"The Effect Consumerism Has on Health Care Reform, Your
Organization, and Your Employees' Wallets"
- Kris Dunn, Chief HR Officer, Kinetix, "Family Values and Your HR
Practice: Turning Lane Mission Statements Into a Talent Advantage"
- Barbara Wilson, Trainer, Coach, APEXCoaching Group, "Building
Credibility: The Critical Partnership of Business Strategy and
Workforce Planning"

CLOSING SPEAKER

- Brian Blasko, Professional Speaker, Brian Blasko LLC.,
"Cruisin' Through Life at 35 MPH"

Special thanks to our GREAT SPONSORS!

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Sponsorship opportunities are still available!

For more information
log on to
www.hrtampa.org
and click on sponsors.



Networking Event

HR Tampa is hosting our LAST networking event for 2012!

This is event is FREE!

The event will be held on Wednesday, October 24th, from 5:30 pm-8pm at

Mainsail Suites located at 5108 Eisenhower Blvd, Tampa, FL 33634

What this event is:

An opportunity to discuss leading-edge trends in Human Resources and Talent Management with peers, corporate practitioners and leaders.

A chance to engage in dialogue on a variety of topics including social media, recruiting, diversity, retention, metrics, employee engagement, ROI, and more.

A chance to meet and network with the some of the best and brightest in the business.

Complimentary appetizers, water, wine and beer provided.



Diversity Spotlight



Community Tampa Bay is a six year old agency carrying forward an 84-year strong mission. Formerly a regional office of the National Conference for Community and Justice, the agency became independent in 2005. There is a proud and long history and solid reputation in working toward a community free from discrimination for all members in Tampa Bay, Florida.

The National Conference for Community and Justice was founded in 1927 as The National Conference of Jews and Christians for the Advancement of Justice, Amity and Peace, and then became known as The National Conference of Christians and Jews (NCCJ). In 1999, the organization's name changed to The National Conference for Community and Justice. Though the name changed, the mission remained the same: to fight bias, bigotry, and racism in America. In 1961 NCCJ was recognized by President John F. Kennedy for "doing more than perhaps any other factor in our national life to provide for harmonious living among our different religious groups." In an effort to spread the message more widely, a series of public service announcements was recorded by both baseball legend Jackie Robinson and the music group the Youngblood's, whose song "Get Together" reached the Billboard Top Ten in 1969. In 1977, a series of nationwide Institutes on the Holocaust were held, culminating in an Act of Congress establishing National Holocaust Remembrance Week.

The mission of Community Tampa Bay today is to promote dialogue and respect for all cultures, religions and races by cultivating leaders to change communities.

Launched in 1991, the original Tampa Bay ANYTOWN™ program continues to be one of the only youth leadership and diversity education programs in the country with an open door to youth of all socio-economic backgrounds. The 20th anniversary of the original ANYTOWN™ program was celebrated in 2011.

ANYTOWN: A UNIVERSAL CONCEPT FOR MODERN SOCIETY



The ANYTOWN™ program is at the core of Community Tampa Bay's mission of promoting dialogue and respect among all cultures, religions and races. As a youth leadership and diversity education program, the mission is to empower diverse groups of young people to create more inclusive and just schools and communities, where all individuals are treated with respect and understanding. The central objective of ANYTOWN™ is to enable youth to discover their potential to become leaders and to empower them to be positive role models in their schools, neighborhoods and communities.



ANYTOWN™ begins with a 5-day, 4-night residential stay at Eckerd College in St. Petersburg, FL. A select group of 60 teens, all high school age, are chosen to form a delegate class. All materials, transportation, food, and lodging are provided. The program includes a variety of experiences, including interactive workshops, presentations, discussion groups and other methods to confront prejudice, stereotypes, sexism, racism, ableism, homophobia, genocide, and other issues.



At ANYTOWN™, delegates are freed from the ordinary pressures faced by students today and encouraged to appreciate their differences and discover common ground by working together to begin to address the roots of inter-group discord – one person at a time. At ANYTOWN™, they develop understanding and acceptance of others (social and cultural competence) based on honesty, understanding and respect and a sense of social responsibility. The students live, socialize and dine alongside people who, at first glance, appear to be different from them and then build skills together to create a community that is inclusive and respectful of all people. This begins to equip the students with tools in the areas of cross-cultural communication and leadership, coalition building, and problem-solving, and prepares them to become advocates for inclusion upon their return to their schools and communities. Their return to the “real world” is facilitated by on-going mentoring, the development of action plans for community engagement, and additional training through the Be Intentional Institute.



Through skill-building workshops, testimonials, role plays, case-studies, discussion groups and team-building exercises, the delegates explore their own identities and have discussions in a safe environment about issues that divide their homes, schools, and communities. The lessons are challenging and, at times, uncomfortable, but each day's theme is important. Demonstrating our agency commitment to youth/adult partnerships, the core of the program is delivered by trained volunteer counselors, ages 15-24, who have graduated from the program previously, shown evidence of leadership in their communities and are committed to an inclusive approach to their lives. Learning from peers is a powerful demonstration of the possibilities inherent in each delegate. Many counselors return year after year, eager to change the life of another youth. Counselors are supported in their roles by adult volunteers and co-directors. Again, modeling the diversity of our community, all of these individuals bring life and work experience, dedication and commitment to the program year after year.



ANYTOWN™ presents an opportunity for young people to broaden their perspective on the concept of one humanity and shared freedom space among all of mankind. It is an excellent challenge for young people to develop leadership skills among their peers and for leadership in the world. Any public or private school interested in offering this program to their youth should contact Community Tampa Bay at (727) 563-9333. Learn more about the program by visiting their website at www.communitytampabay.org.



Ashlie Melillo-Banks, PHR
Diversity Director

Attendance Accommodations Under the ADAAA – Not Every Accommodation Request is Reasonable

Until recent years, employers often took for granted that regular attendance was an essential job function of all employees. With the passage of the Americans with Disabilities Act Amendments Act (ADAAA), and the expansion of ADA coverage to most medical conditions, employers have been forced to place a new focus on the issue of reasonable accommodation of attendance. Two hot button issues that have been pushed to the forefront both deal with whether an accommodation of an employee's regular attendance is a reasonable accommodation.

According to the EEOC's Technical Assistance Manual, a reasonable accommodation is a modification or an adjustment to a job, the work environment, or the way things are usually done that enables a qualified individual with a disability to enjoy equal employment opportunity. Equal employment opportunity means an opportunity to attain the same level of performance or to enjoy equal benefits and privileges of employment as are available to a similarly situated employee without a disability.

However, not all accommodations are reasonable accommodations. In order to be reasonable, the accommodation must be effective - it must provide the employee an opportunity to achieve the same level of performance or to enjoy the same benefits and privileges as a similarly situated, non-disabled employee achieves or enjoys. The accommodation need not be either the best possible accommodation, or the accommodation the employee desires; it simply must enable an employee with a disability to enjoy equal benefits and privileges of employment.

Determining whether an accommodation is reasonable begins with an analysis of the essential functions of the job. In regards to attendance, the courts begin with an examination of whether attendance is an essential function of the job at issue. Some relevant factors for this analysis were recently provided by the Ninth Circuit Court of Appeals. In a recent decision, the Ninth Circuit considered the case of an employee with fibromyalgia who was moved to another department due to the effect her poor attendance had on the performance of her job. The Court examined several factors before determining that attendance was an essential function of her job. Those factors included (1) the need to work as part of a team; (2) the need to interact with clients and/or co-workers; and (3) the need to work with on-site equipment. (This list is not all-inclusive).

The inquiry must then turn to reasonable accommodations of the disability affecting attendance. Two attendance-related accommodation issues have appeared several times in the last year and have been the focus of several federal court decisions.

A. Indefinite Leave of Absence.

Although requests for leaves of absence above and beyond that provided by the FMLA have become standard practices, a request for "indefinite leave" is not a reasonable accommodation. Recent court decisions provide assistance to employers in determining when a request for leave is, in fact, a request for "indefinite leave."

In August, the Tenth Circuit Court of Appeals (covering Oklahoma, Kansas, New Mexico, Colorado, Wyoming, and Utah, and portions of the Yellowstone National Park) held that an employee seeking a leave of absence as an accommodation must provide a reasonable estimate of the amount work that will be missed. If the employee is uncertain if or when she will be able to return to work, a leave of absence is not a reasonable accommodation. Specifically, the indefinite inability to perform the essential functions of the job render the employee unqualified and an indefinite exemption from essential functions is not a reasonable accommodation. The Tenth Circuit held that the employee must provide an estimated date she will be able to return to her essential job functions. Without an expected end date, an employer is unable to determine whether the temporary exemption is a reasonable one.

Some examples of cases finding that requests for leave are "indefinite" include an employee's failure to provide an estimated return date and employee's return to work slip indicating the employee could return to work on a date "to be determined." In both examples, the employee was found to have requested the unreasonable accommodation of indefinite leave.

B. Telecommuting/Working from Home.

Given recent technological breakthroughs in the last two decades, requests by employees to telecommute, or work from home, have risen dramatically. While telecommuting may be a viable form of reasonable accommodation with respect to some jobs, it may not be an option for other positions of employment. When an employee can perform all of the essential functions of the job from home, telecommuting may be a reasonable accommodation.

In July 2012, an Ohio federal court found that telecommuting could be a reasonable and appropriate accommodation for a woman claiming sensitivity to chemicals, namely her co-workers' perfume. The Court held that the law did not support a blanket assertion that telecommuting is never a reasonable accommodation. While employers are not required to allow all disabled employees to work from home, exceptions to this rule arise when an employee can effectively perform all work-related duties at home. These instances require a specific fact inquiry by a jury to determine the reasonableness of the request.

On September 10, 2012, a Michigan federal court ruled against the EEOC in an accommodation case brought against Ford Motor Company. A Ford employee with irritable bowel syndrome asked to work from home up to four days a week. Although Ford allowed some employees to telecommute one day a week on a prescheduled day, the company denied her request. Ford determined that her job required her to interact with others, making an attendance an essential function that could not be performed from home. The Court rejected the EEOC's argument that Ford should have allowed the employee to telecommute, refusing to second guess the company's business judgment regarding what job functions were essential.

What Does This Mean For HR Professionals

In order to safeguard against a court second-guessing your attendance accommodation decisions, be prepared to support your decision by showing you made a fact specific inquiry into the employee's essential job functions, the reasonableness of accommodation request and any undue hardships to the company. Prepare job descriptions that appropriately detail the need for time spent in the workplace. For example, the job description should note the requirement that the employee regularly interacts with managers, customers or vendors. Next, maintain documentation of the company's financial resources and the effect of the requested accommodation on those resources. Document the costs of establishing and monitoring a telecommuting program. Document the interactive process with the employee and offers of alternative accommodations.

Keep in mind that the ADAAA has not changed all the rules of accommodation. The employee must still inform the employer of his or her disability if it is not obvious. The employer still has the obligation to accommodate the employee for as long as the employee is employed and can be reasonably accommodated.

Caren Skversky is an associate at Constangy, Brooks & Smith, LLP. Ms. Skversky has been practicing law in the Tampa Bay area since 2001. Ms. Skversky represents employers in all areas of employment law and with a focus on employment litigation. She represents private and public sector employers in workplace matters in federal and state court and administrative forums.



David Steffen,
Esq. Director of
Legislative Affairs

Leadership Success Workshop

As a HR graduate student and member of HR Tampa Bay Student Chapter, it was a great pleasure to attend the "Leadership Success Workshop" on Saturday, September 29th, at Devry Tampa Bay University. The workshop provided an invaluable experience to our HR career. Moreover, it was very important for us as graduate students and undergraduate students to acquire new skills in areas such as leadership, global HR, emotional intelligence, competitive job market, and performance evaluation.

The workshop started by having Toni Mayros, HR Tampa President, speak about the global side of HR. After that, the breakout sessions were presented by Jim Carow, executive recruiter, who gave us a roadmap on "Getting a Jump Start on your Competition in a Competitive Job Market". Julie Zolfo, leadership coach, presented her ability in coaching and concepts of Emotional Intelligence and Energy Leadership. The final sessions were conducted by Hellen Davis and Derrick Brown of Indaba Global Company, who demonstrated the behavioral instrument, DISCFlex. Finally, Dr. Sheila Christy, Campus College Chair of the University of Phoenix, talked about "4Ps=HR++," a lifetime of success and lessons learned in a well-rounded HR career.

Finally, the Leadership Success Workshop encouraged us to think about our professional development and how we are investing our time in our education in order to develop our future career. We also had opportunities to network with great business professionals. For this reason, I was enthusiastic about all I learned and I encourage you, as a student, to attend the next workshop as well as the upcoming meetings that our HR Student Chapter has been offering to us.

Sincerely,

Giovanna Dodson
HR Student Chapter President

2012 HR FL State Conference

It was an honor and a pleasure to attend the 2012 State Conference & Expo. This was my first year attending the conference and, from the literature I received, I was prepared to walk away with information to advance my professional career in Human Resources. Instead, I walked away with much more than expected from the first day of the conference. The conference was held at the beautiful Rosen Shingle Hotel in Orlando, FL, which set the scene for the conference.

Once I arrived, I began networking with professionals from around the State of Florida. My focus was on gaining insight on how to advance to the next level in my career. After check-in I hurried to the open general session where the room was filled with the energetic sound of a local artist. The first keynote speaker was Jim Knight, Director of Training at Hard Rock Café, who spoke about culture in the workplace. After the general session, I left feeling hungry for more information. I hurried into the first concurrent session where John Hollon pulled you in with "Employee Engagement." From there, I hurried over to learn about "How to Conduct Workplace Investigations". From the expo hall to the proceeding concurrent sessions, at the end of the first day, I went to my hotel room and collapsed on the bed from excitement and information overload from all the helpful information I took back with me. And this was only day one!

Day two was just as exciting, but nothing could have prepared me for the keynote speaker, Christopher Gardner, who is the inspiration for the film, "The Pursuit of Happiness." It was an emotionally charged session that empowered me to look past the barriers and face my fears with the mindset of "I'm worthy and I deserve this opportunity." After leaving the general session with Mr. Gardner, I went to the other breakout sessions with a different mindset. I attended these sessions with the mindset of, "This is more than just information to take back to share. It's life changing, it's taking advantage of every opportunity and being prepared at any given moment."

I was so empowered that, after the afternoon breakout session, I saw one of the executive leaders and I stopped her and introduced myself and spoke about where I am today and my aspirations in the world of HR. Then I ended with these words "how can I be a part of the Executive team?" This was huge for me - I've never done that before. She gave me her card and told me to send her an email and she would reach out to me. The word that could sum up that moment is AMAZING!

At the end of the sessions, I attended the Masquerade Ball where I had a blast! I sat with HR professionals I've never met before and exchanged information. Normally, when you exchange information, you can tell that the information is going in the local trash container - but not this time. I felt confident that I would receive follow-up emails and invites - and I am pleased to say "I did!"

The conference ended on a high note with John Foley's presentation of "Glad to be Here". And I was truly glad to be at the 2012 State Conference & Expo. I'm looking forward to the 2013 HR FL State Conference & Expo and I hope to see many of our Student Members there as well!

Lynn Hazard
Student Vice President
Tampa Bay HR Student Chapter



UPCOMING MEETINGS

HR TAMPA STUDENT CHAPTER



November 12th



December 12th



January 13th



TBD 2013



Come Join Us!!



Enjoy the HR Student Chapter and visit the HR Tampa website for more information.
Contact us: tampahrstudentchapter@gmail.com



WELCOME TO HR TAMPA!



We are excited to welcome the following new members to the chapter:

- Angela Lawrence
- Elizabeth "Liz" Drzymalski, PHR - HR Manager
- Christina Gasperino, GPHR, PHR, SPHR – Sr. Director U.S. Operations
- Jennifer Rogers – Benefits Manager
- Juana Maria Behler, PHR – HR Generalist
- Dawn Standerwick – VP, Business Development

MEMBERSHIP COMMITTEE

Do you want to be a Membership Ambassador?

The HR Tampa Membership Team can use you! If you have been a member of HR Tampa for at least one year AND can give an hour before the meetings to be a greeter and resource to our guests and new members, please contact the Co-Directors of Membership, Ana Swiger or Melissa Robinson, to find out more at Membership@hrtampa.org

Please remember to honor the privacy of others and refrain from using contacts made through the HR Tampa membership for the purpose of commercial solicitation unless invited to do so.



Ana Swiger,
MBA, SPHR
Membership, Co-Director



Melissa Robinson,
MBA, SPHR
Membership, Co-Director



Anubia Guyton-Lewis, 11th grade Middleton High School student, shared with us that her family has relocated out of state and, therefore, she is unable to continue with the HR Prodigy group. We wish Anubia and her family the best and hope that she will be able to accomplish all her academic and career aspirations.



HR Prodigy Visit to Chromalloy Castings

On Saturday, October 6, 2012, the Workforce Readiness committee and HR Prodigy interns were guests of Chromalloy, Inc. Angel Barton, PHR, Human Resources Manager, of Belac LLC and Manny Viera, PHR, Director of Human Resources, Chromalloy Castings, graciously provided us with a presentation and tour of the Chromalloy facilities located in Riverview. The HR Prodigy interns learned about the involvement of Human Resources in a manufacturing environment.



The next tour is planned for Saturday, November 3, at the Florida Aquarium.

WHAT'S NEW and HAPPENING

At the HR Tampa evening meeting on August 15, 2012, we were honored to hear from Janet K. Gregory, the Community Development Coordinator for the Florida Department of Children and Families.

In keeping with our membership commitment to volunteerism, Jan presented us with a myriad of opportunities from adoption and foster care to tutoring, mentoring, job coaching and senior care.

Additional information for you and any of your employees who may be interested in community involvement can be found on the website www.FLPartnersForPromise.com. Jan can also be contacted at 813/558-5506. She will be glad to provide details along with posters and flyers.

HR CURRICULUM PROGRESS REPORT

We are also beginning our next initiative of establishing a HR Curriculum to be offered to high school students. To establish a HR Curriculum can take up to two years because approvals include going through the State Board of Education. In the interim, WFRC was able to speak with teachers about partnering with them in the Customer Service class currently offered to students. This class offers a focus on HR for a week during the course. We asked teachers to allow WFRC to send enthusiastic HR professionals into their classrooms to share fun facts about HR.

EXCITING PROJECT TEAM OPPORTUNITY – We need your help ...

We need volunteers to join our project team to build a HR program (fun facts about HR through role play, case studies, presentations, etc.) to be taught by HR Professionals in the Customer Service class. If you are interested, please email WorkforceReadiness@hrtampa.org as soon as possible. If you only desire to work on the project and not join the committee, we welcome your assistance.

SPONSORSHIP ENCOURAGEMENT

Sponsorship helps to make scholarships available for our HR Prodigy Group interns and the opportunity for HR Tampa to introduce our high school juniors and seniors to the exciting field of Human Resources and the rewarding career path in our industry.

We would like to add your business to the following partners who have provided their generous support and confidence in our program: Hillsborough County Public Schools, Learey Technical Center, Busch Gardens, Hiregy and Belac, LLC, my Matrixx, The Boys & Girls Clubs of Tampa Bay, Health Integrated, Inc. and ProVest LLC.

We encourage and invite other company sponsorships – our sponsorship forms can be found at: <http://hrtampa.org/associations/1682/files/WorkforceReadiness.cfm> (sponsorship form access at the bottom of the page). We offer sponsorship packages for \$250, \$500, \$1000 or \$1500 with great benefits to brand your business in our community.



Cheryl Brown,
MBA, PHR
Workforce Readiness Director

HR SUPER HERO VOLUNTEER OPPORTUNITIES

Would you like to become more involved with HR Tampa?

Check out the exciting volunteer opportunities below and make the difference today!

Hospitality Committee

Volunteers are needed for our Hospitality Committee! Hospitality Committee Volunteers assist at the registration desk before our monthly meetings. Duties include greeting members as they enter the meeting, checking names against the registration list, collecting meeting fees, and issuing badges to attendees. Hospitality Committee volunteers stay busy, but also have fun and have the opportunity to meet many HR Tampa members. After the registration process has finished, volunteers are free to enjoy the HR Tampa program and meal.

Volunteers are needed for both our morning and evening meetings. We ask morning volunteers to arrive at the meeting by 7 am and evening volunteers to arrive by 5 pm.

For more information, please contact Shaun Androff or Barbara Matsumoto at Hospitality@hrtampa.org

Certification Committee

Want to get more involved in HR Tampa Certification? We have volunteer opportunities for study group speakers.

If you are a current certified member of HR Tampa and would like to help facilitate one or more of the study sessions, please contact Patricia Sullivan at certificationhrtampa@yahoo.com. The study groups meet once per week for 12 weeks to provide an overview of the major areas of Human Resources: (1) Strategic Management, (2) Workforce Planning and Employment, (3) Human Resource Development, (4) Total Rewards (formerly Compensation and Benefits), (5) Employee and Labor Relations and (6) Risk Management (formerly Occupational Health, Safety, and Security). The Study Groups focus on learning through participation and shared learning.

By helping to present at one of the study group sessions or helping with the facilitation of the study group, the individual will be eligible to receive re-certification credits.

This is a wonderful opportunity to receive re-certification credits and help others become a professionally certified member of SHRM!

For more information, please contact Patricia Sullivan or Jennifer Currence at Certification@hrtampa.org

College Relations Committee

The College Relations Committee focuses on the future of the HR profession, overseeing the Tampa Bay HR Student Chapter, the mentor and internship programs and career workshop.

Volunteer Opportunities Include:

- College Relations - general volunteer assisting with monthly meetings and student chapter events
- Monthly Meeting Host
- Career Workshop - resume' review, mock interview, speaker, vendor or sponsor
- Become a mentor
- Host an intern

For more information, please contact Sue Styx at CollegeRelations@hrtampa.org

Diversity Committee

The Diversity Committee is responsible for spearheading the effort to diversify HR Tampa's membership and to publicize successful diversity programs in the Tampa Bay community.

We meet on a monthly basis at a time that is convenient for most of the committee members. As a volunteer on the Diversity Committee, you could participate by helping to organize diversity-related events, writing newsletter articles, researching Tampa area resources and events, developing materials to distribute to our members, helping out at monthly meetings or special events, or by participating in the initiatives that the committee develops each year.

For more information, please contact Ashlie Banks at Diversity@hrtampa.org

Membership Committee

Do you want to be a Membership Ambassador?

If you can give an hour before the meetings to be a greeter and resource to our guests and new members, then the HR Tampa Membership team wants you! For more information, please contact Ana Swiger or Melissa Robinson at Membership@hrtampa.org



Non-Dues Committee

We are seeking individuals who are willing to make a commitment and donate their time and energy to assist in promoting HR Tampa to the Hillsborough-area Community. We need forward-thinking, creative individuals with a marketing background, excellent relationship building and communication skills and a good reputation within the media. You will also need to have the support of your company since some of the projects will require the ability to work during normal business hours.

A sound understanding of social media is essential to help promote our organization through your LinkedIn, Facebook and Twitter accounts.

You must be a member in good standing of HR Tampa and SHRM. The rewards are endless if you are willing to give of your time and energy. You'll make lifetime friends while being recognized for a job well done! For more information, please contact Lori Golden or Kelly Hooker at Sponsors@hrtampa.org

SHRM Foundation Committee

The SHRM Foundation was founded in 1966 as a non-profit affiliate of SHRM. The Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. To support its important work, the SHRM Foundation conducts an annual fundraising campaign.



As mentioned, the Foundation promotes research, innovation and the use of research-based knowledge. Some of the major research projects the Foundation is currently funding are: Aging Workforce, Changes in the HR Function and Roles, and Global HR just to name a few.

Individuals and Chapters are encouraged to donate to this worthwhile cause; HR Tampa truly believes in the Foundation's efforts and is one of the leading chapter's in the Nation for contributions.

Committee members will assist in continuing the Chapter's efforts for the Foundation and their cause by determining, assisting and participating with Chapter activities to raise money for the Foundation. Become a committee member – let's have fun, raise money and give back to the profession to continue its growth!

For more information, please contact David Steffen at PastPresident@hrtampa.org

Workforce Readiness Committee

Workforce Readiness' vision is to reach out to the community to strengthen the workforce through skill and professional development, coaching, and mentoring programs by a collaborative effort between HR Tampa members, the local community, State and Federal government, and local businesses. We also advance the Human Resources professional by partnering with local schools, technical colleges, and two and four year colleges.



We assist individuals in developing their skills to become more competitive in our local and global economy. We partner with small businesses by providing expertise, training, and support in Human Resources practices through education and hands-on training. We also encourage students' interest in the Human Resources profession through education and on-the-job-training.

For more information, please contact WorkforceReadiness@hrtampa.org.

IT'S A GREAT TIME TO JOIN HR TAMPA

Choose your level of membership

PREMIUM Membership \$275

Dues plus all regular monthly meeting costs inclusive - a value of over \$505 (\$100 is applied towards annual operating costs). This premium membership status allows access to the HR Tampa Website, Directory, Newsletter, Free Job Postings for your company and ALL Monthly Meetings and most Special Events included per year.

BASIC Membership \$100

Dues Only - Meeting Fees and Events paid separately. This standard membership status allows access to the HR Tampa Website, Directory, Newsletter, Free Job Postings for your company, and ALL Monthly Meetings and Special Events on a pay-per-use basis.

Our chapter is a 100% chapter, which means that each member must also be a member of the National SHRM. Please designate HR Tampa as your local chapter (#074) when joining SHRM.

HR Tampa is committed to bringing you the most meaningful programs to supplement and enhance your HR knowledge and have fun at the same time. We hope you choose to be a part of one of Florida's largest and most active chapters.

The success of the National Society for Human Resource Management (SHRM) depends on local chapters. Our HR Tampa chapter depends upon your membership. Joining HR Tampa is an excellent way to be involved. Our chapter services/programs will benefit you in several ways:

- Regular monthly breakfast and dinner meetings featuring expert speakers on current pertinent human resource topics (many meetings qualify for HRCI credits) generally held the 3rd Wednesday of the month.
- Keep current with HR developments, trends, position openings, and events etc. on our website
- Networking with over 400 local HR Tampa members
- Free study group (for active Basic & Premium paid members) for PHR/SPHR certification
- Monthly electronic newsletter featuring legislative updates, local HR news and events
- Joint diversity meeting with the Pinellas chapter providing further professional development and networking opportunities
- Association with professional HR industry focused vendors
- Assistance in HR internship programs and finding candidates
- Professional Mentor programs for college students
- Access for your company to advertise open HR positions on our Job Board for Free or discounted rate (\$100 cost per posting for non-members).
- Volunteer opportunities in the community in your profession
- Special Events, Conferences, and Expos to earn continuing education credits
- Reduced rates at the annual FL State Conference

Our chapter is a 100% chapter, which means that each member must also be a member of the National SHRM. Our chapter receives additional quarterly funding from the SHRM Chapter Financial Support Program for each member who joins our chapter. This allows us to bring a higher quality of events and services to our members. Annual dues for the National SHRM membership are approximately \$160. National SHRM regularly has \$145 dues specials for first-time members. You can complete your membership application with SHRM on-line and automatically receive a membership number. Please designate HR Tampa as your local chapter when joining SHRM.

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2012 Sponsorship Opportunities

2012 MONTHLY MEETING SPONSORSHIP

2012 MEETINGS STILL AVAILABLE!

NEWSLETTER ADVERTISING

Quarter Page Ad – 3.625 x 4.5 - \$ 150.00

Half Page Ad – 7.75 x 4.5 - \$ 250.00

Full Page Ad – 7.75 x 10.25 - \$ 400.00

Volume discounts can be negotiated for multiple ads.

RESOURCE DIRECTORY ADVERTISING

\$125.00 per business specialty listing – calendar year.

**Contact Lori Golden or Kelly Hooker at Sponsors@hrtampa.org
for more details!**

OTHER GREAT SPONSORSHIPS ALSO AVAILABLE!

- College Relations – CollegeRelations@hrtampa.org
- Membership – contact Ana Swiger or Melissa Robinson - Membership@hrtampa.org
- Workforce Readiness – WorkforceReadiness@hrtampa.org



**2012 HR Tampa Expo
Sponsorship Packages**
Location: A LA CARTE EVENT PAVILION,
4050 Dana Shores Drive Tampa, FL 33634
Wednesday, November 7, 2012 • 7:30am – 5:00pm



(1) Platinum Sponsor

- One (1) booth in expo hall and general session area with banners displayed if provided
- Five (5) minutes of microphone time from the podium at the Main Lunch General Session
- Sponsor of lunch with company table-top signage
- Four (4) full Conference Registrations including lunch
- Logo in 3 or 4 Tampa Tribune Conference advertisements
- Logo displayed in on-site conference program
- Logo displayed on PowerPoint Presentation at beginning of all general sessions
- Full page ad in HR Tampa E-Newsletter
- Description of company and products/services (up to 40 words) included in on-site conference program
- 4 sponsor ribbons identifying sponsorship level
- Post-conference participant and vendor lists
- Your company name will automatically be included in the scholarship program that HR Tampa has set up for area high school and college students to further their education in HR.

(2) Gold Sponsors - \$2,750

- One (1) booth in expo hall
- One (1) general session announcement from HR Tampa officer thanking company
- Two (2) full Conference Registrations including lunch
- Sponsor of Breakfast or afternoon break with company table-top signage
- Logo in Tampa Tribune Conference advertisement
- Logo displayed in on-site conference program
- 1/2 page ad in HR Tampa E-Newsletter
- Description of company and products/services (up to 40 words) included in on-site conference program
- 2 sponsor ribbons identifying sponsorship level
- Post-conference participant and vendor lists
- Your company name will automatically be included in the scholarship program that HR Tampa has set up for area high school and college students to further their education in HR.

(2) Silver Sponsors - \$1,650

- One (1) booth in expo hall
- One (1) general session announcement from HR Tampa officer thanking company
- Logo displayed in on-site conference program
- Description of company and products/services (up to 40 words) included in on-site conference program
- Sponsorship ribbons for two staff members
- Two (2) full Conference Registrations including lunch
- Post conference participant and vendor lists
- Your company name will automatically be included in the scholarship program that HR Tampa has set up for area high school and college students to further their education in HR.

(2) Bronze Sponsors

- One (1) booth in expo hall
- Description of company and products/services (up to 40 words) included in on-site conference program
- Sponsorship ribbons for two staff members
- Two (2) full Conference Registrations including lunch
- Post conference participant and vendor lists
- Your company name will automatically be included in the scholarship program that HR Tampa has set up for area high school and college students to further their education in HR.

**2012 SOLD OUT
CONTACT US NOW
FOR 2013**

All Sponsorship payments must be received ASAP, but no later than 9/15/12. For sponsorship information, contact Non-Revenue Co-Chairs: Lori Golden 813.494.5234 or Kelly Hooker 727.244.9333 • hrtampasponsors@gmail.com • Please send payment to: HR Tampa, P.O. Box 26554 Tampa, FL 33623-6554 •

Sponsorship Cancellation Policy

Due to time, printing and budget constraints, it is the policy of HR Tampa to disallow sponsorship cancellations.

HR Tampa Cancellation Policy

In the event of unpreventable circumstances, e.g. hurricanes or other occurrences beyond our control, HR Tampa will work with event sponsors to either reschedule the sponsored event or arrange for a refund. This is the only circumstance under which a sponsorship refund may be made available.

2012 Board of Directors

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Contact Diane Berry at
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